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STATE BOARD OF REGENTS UNIVERSITIES
2003-2004 AVERAGE FACULTY SALARIES AND TOTAL COMPENSATION FOR NON-PROFESSIONAL COLLEGES
(Includes Filled and Unfilled Positions)

	12 Month Salary		9 Month Salary		9 Months (2) Equivalent Salary		Total Compensation 9 Months (2) Equivalent Salary
	Average	F T E	Average	F T E	Average	F T E	
University of Iowa (1)							
Professor							
Associate Professor							
Assistant Professor							
Instructor							
Total							
Iowa State University (1)							
Professor							
Associate Professor							
Assistant Professor							
Instructor							
Total							
University of Northern Iowa							
Professor	\$73,943	2.00	78,598	172.00	78,545	174.00	101,794
Associate Professor	65,745	10.00	59,024	199.00	59,340	209.00	76,905
Assistant Professor	53,155	7.00	50,592	180.00	50,686	187.00	65,689
Instructor	66,401	3.00	44,640	80.00	45,399	83.00	58,837
Total	\$62,574	22.00	60,131	631.00	60,207	653.00	78,029

(1) Excludes at SUI: Medicine, Dentistry, Nursing, Law, Pharmacy; and
at ISU: Veterinary Medicine and the Research and Extension faculty associated
with the Agricultural Experiment Station and the Cooperative Extension Service.
These exclusions are consistent with prior year reporting.

(2) A 9 month equivalent is .8181 (9/11) of a 12 month position.

Source: Institutional Reports

STATE BOARD OF REGENTS UNIVERSITIES
2003-2004 AVERAGE MALE FACULTY SALARIES FOR NON-PROFESSIONAL COLLEGES
(Includes Filled and Unfilled Positions)

	12 Month Salary		9 Month Salary		9 Months (2) Equivalent Salary	
	Average	F T E	Average	F T E	Average	F T E
University of Iowa (1)						
Professor						
Associate Professor						
Assistant Professor						
Instructor						
Total						
Iowa State University (1)						
Professor						
Associate Professor						
Assistant Professor						
Instructor						
Total						
University of Northern Iowa						
Professor	\$73,275	1.00	80,207	131.00	80,094	132.00
Associate Professor	69,571	3.00	61,684	122.00	61,543	125.00
Assistant Professor	49,893	4.00	51,914	104.00	51,840	108.00
Instructor	59,127	2.00	46,578	30.00	44,451	32.00
Total	<u>\$59,981</u>	<u>10.00</u>	<u>64,158</u>	<u>387.00</u>	<u>63,693</u>	<u>397.00</u>

(1) Excludes at SUI: Medicine, Dentistry, Nursing, Law, Pharmacy; and
at ISU: Veterinary Medicine and the Research and Extension faculty associated
with the Agricultural Experiment Station and the Cooperative Extension Service.
These exclusions are consistent with prior year reporting.

(2) A 9 month equivalent is .8181 (9/11) of a 12 month position.

Source: Institutional Reports

STATE BOARD OF REGENTS UNIVERSITIES
2003-2004 AVERAGE FEMALE FACULTY SALARIES FOR NON-PROFESSIONAL COLLEGES
(Includes Filled and Unfilled Positions)

	12 Month Salary		9 Month Salary		9 Months (2) Equivalent Salary	
	Average	F T E	Average	F T E	Average	F T E
University of Iowa (1)						
Professor						
Associate Professor						
Assistant Professor						
Instructor						
Total						
Iowa State University (1)						
Professor						
Associate Professor						
Assistant Professor						
Instructor						
Total						
University of Northern Iowa						
Professor	74,611	1.00	73,653	41.00	73,675	42.00
Associate Professor	64,106	7.00	58,141	81.00	56,211	88.00
Assistant Professor	57,503	3.00	50,112	78.00	49,149	81.00
Instructor	80,950	1.00	46,476	53.00	45,961	54.00
Total	\$64,734	12.00	\$55,736	253.00	\$54,732	265.00

(1) Excludes at SUI: Medicine, Dentistry, Nursing, Law, Pharmacy; and
at ISU: Veterinary Medicine and the Research and Extension faculty associated
with the Agricultural Experiment Station and the Cooperative Extension Service.
These exclusions are consistent with prior year reporting.

(2) A 9 month equivalent is .8181 (9/11) of a 12 month position.

Source: Institutional Reports

UNI
EXHIBIT A.2

[illegible]

UNIVERSITY OF NORTHERN IOWA
Salary Range of Teaching/Research Assistants
2002-2003 and 2003-2004

	2002-2003	2003-2004	Percent Increase
<u>Graduate Assistants</u>			
Masters*	\$6,960	\$7,200	3.45%
Doctoral	10,440	10,800	3.45%
Average		7,752	

Based on half-time 9-month workloads for both 2002-2003 and 2003-2004.

Based on fiscal year compensation.

* Exception:

Biology	13,920	14,400	3.45%
Chemistry	13,920	14,400	3.45%
Environmental Science	10,440	10,800	3.45%
Geography	9,280	9,600	3.45%

UNIVERSITY OF NORTHERN IOWA
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES
AS A PERCENT OF SALARY IN PRIOR YEAR
2003-2004

Year		Faculty and Institutional Officials (A)				Professional and Scientific			General Service Staff	
		<u>M</u>	<u>E</u>	<u>Total</u>		<u>M</u>	<u>E</u>	<u>Total</u>		
1991-92	Revised			5.0%	B			0.0%	8.0%	
1992-93				6.1%				8.9%	7.0%	C
1993-94		2.4%	2.8%	2.5%		2.5%	2.5%	2.5%		D
1994-95		3.9%	4.4%	4.0%		3.9%	4.2%	4.0%		E
1995-96		3.9%	4.4%	4.0%		4.2%	4.2%	4.2%		F
1996-97		3.9%	4.3%	4.0%		3.9%	4.4%	4.1%		G
1997-98		3.7%	4.7%	4.0%		4.2%	4.2%	4.2%		H
1998-99		3.9%	4.4%	4.1%		4.5%	4.4%	4.4%		I
1999-00		3.8%	4.4%	4.0%		4.0%	4.0%	4.0%		J
2000-01		3.9%	4.3%	4.0%		4.0%	4.0%	4.0%		K
2001-02		5.5%	5.9%	5.6%		5.5%	5.8%	5.6%		L
2002-03		5.4%	5.9%	5.6%		5.6%	5.7%	5.6%	5.8%	
2003-04		3.4%	3.6%	3.5%		3.5%	3.5%	3.5%		M

(A) Includes Non-Unit Faculty and Institutional Officials as well as Unit Faculty.

The 1991-92 Unit Faculty increase was 5.0% (revised 5-92).

The 1992-93 Unit Faculty increase was 5.5%.

The 1993-94 Unit Faculty increase was 2.5% (includes \$444 per 1.0 FTE non-recurring salary component).

The 1994-95 Unit Faculty increase was 4.0%.

The 1995-96 Unit Faculty increase was 4.0%.

The 1996-97 Unit Faculty increase was 4.0%.

The 1997-98 Unit Faculty increase was 4.0%.

The 1998-99 Unit Faculty increase was 4.0%.

The 1999-00 Unit Faculty increase was 4.0%.

The 2000-01 Unit Faculty increase was 4.0%.

The 2001-02 Unit Faculty increase was 5.6%.

The 2002-03 Unit Faculty increase was 5.6%.

The 2003-04 Unit Faculty increase was 3.5%.

(B) Unit Faculty only.

(C) In addition, one time payment of \$400 per employee.

(D) \$650 non-recurring salary increase per 1.0 FTE and Merit Step Increases continue in effect.

(E) 2.0 percent 7-1-94, two percent 1-1-95, and Merit Step Increases continue in effect.

(F) 3.0 percent 7-1-95, and Merit Step Increases continue in effect.

(G) 2.5 percent increase 7-1-96 plus a \$300 bonus for employees on step 8. Merit Step Increases continue in effect.

(H) 3.0 percent 7-1-97, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

(I) 3.0 percent 7-1-98, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

(J) 3.0 percent 7-1-99, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

(K) 2.6 percent 7-1-00, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

(L) 3.0 percent 7-1-01, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

(M) 2.0 percent 7-1-03, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

UNIVERSITY OF NORTHERN IOWA
DISTRIBUTION OF 2003-2004 SALARY INCREASES FOR FACULTY AND INSTITUTIONAL OFFICIALS
BUDGETED IN SAME RANK IN BOTH 2002-2003 AND 2003-2004

<u>Salary Increase</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>	<u>Institutional Officials</u>	<u>Totals</u>
0.0	0	0	0	0	0	0
0.1- 0.9	0	0	0	0	0	0
1.0- 1.9	1	0	0	2	0	3
2.0- 2.9	61	41	22	10	12	146
3.0- 3.9	55	98	69	49	0	271
4.0- 4.9	12	19	26	8	0	65
5.0- 5.9	1	1	6	5	0	13
6.0- 6.9	1	0	4	2	0	7
7.0- 7.9	0	1	3	0	0	4
8.0- 8.9	0	1	0	0	0	1
9.0- 9.9	0	0	0	0	0	0
10.0-10.9	0	0	0	0	0	0
11.0-11.9	0	0	0	1	0	1
12.0-12.9	0	0	0	0	0	0
13.0-13.9	0	0	0	0	0	0
14.0-14.9	0	0	0	0	0	0
15.0-15.9	0	0	0	0	0	0
16.0-16.9	0	0	0	0	0	0
17.0-17.9	0	0	0	0	0	0
18.0-18.9	0	0	0	0	0	0
19.0-19.9	0	0	0	0	0	0
20.0 and Up	0	0	0	0	0	0
Totals	131	161	130	77	12	511

Institutional policy for distribution of faculty salary increases:

Salary increases for instructional faculty are made annually consistent with the collective bargaining agreement between the State of Iowa Board of Regents and the UNI-United Faculty. For FY 2004, the average increase of 3.5 percent included a 1.87% increase applied across-the-board to last year's base salary, an incremental step increase of \$335 and individual merit adjustments determined by department heads.

Academic administrative faculty increases also averaged 3.5% based on merit/performance. Institutional officials were awarded an average salary increase of 2 percent based on merit/performance.

UNIVERSITY OF NORTHERN IOWA
DISTRIBUTION OF 2003-2004 PROFESSIONAL AND SCIENTIFIC SALARY INCREASES BY PAY GRADE

Percent Salary Increase	Salary Grade 1	Salary Grade 2	Salary Grade 3	Salary Grade 4	Salary Grade 5	Salary Grade 6	Salary Grade 7	Salary Grade 8	Total All Grades
0.0	2	-	3	1	-	-	1	-	8
0.1- 0.9	-	-	-	-	-	-	-	-	-
1.0- 1.9	-	1	2	6	4	-	-	-	13
2.0- 2.9	1	3	7	9	4	3	3	-	30
3.0- 3.9	9	6	120	111	74	27	11	6	364
4.0- 4.9	1	2	16	11	9	3	1	2	45
5.0- 5.9	-	1	5	4	6	-	-	-	16
6.0- 6.9	-	1	1	2	1	-	-	-	5
7.0- 7.9	1	-	-	-	2	-	-	-	3
8.0- 8.9	-	-	-	-	1	-	-	-	1
9.0- 9.9	-	-	-	-	-	-	-	-	-
10.0-10.9	-	-	2	2	-	-	-	-	4
11.0-11.9	-	-	-	-	-	-	-	-	-
12.0-12.9	-	-	-	-	-	-	-	-	-
13.0-13.9	-	-	-	-	-	-	-	-	-
14.0-14.9	-	-	-	-	-	-	-	-	-
15.0-15.9	-	-	-	-	-	-	-	-	-
16.0-16.9	-	-	-	-	-	-	-	-	-
17.0-17.9	-	-	-	-	-	-	-	-	-
18.0-18.9	-	-	-	-	-	-	-	-	-
19.0-19.9	-	-	-	-	-	-	-	-	-
20.0 and Up	-	-	-	-	-	-	-	-	-
Totals	14	14	156	146	101	33	16	8	489

Average University-wide P&S Salary: \$49,599
Male: \$54,697
Female: \$44,801

Average University-wide
P&S Total Compensation: \$66,115

Average University-wide
Regents Merit Total Compensation: \$47,762

Institutional policy for distribution of P&S salary increases:

Professional-Scientific employees were awarded an average increase of 3.5 percent. Employees performing at satisfactory levels were awarded 1.75% applied to last year's base salary, and additional merit increase based on performance.

UNIVERSITY OF NORTHERN IOWA
DISTRIBUTION OF 2003-2004 ACADEMIC STAFF SALARIES

Salary Range	Department Head		Professor		Associate Professor		Assistant Professor		Instructor		Total Count
	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.	
27000-27999	-	-	-	-	-	-	-	-	-	-	-
28000-28999	-	-	-	-	-	-	-	-	-	-	-
29000-29999	-	-	-	-	-	-	-	-	-	-	-
30000-30999	-	-	-	-	-	-	-	-	-	-	-
31000-31999	-	-	-	-	-	-	-	-	-	-	-
32000-32999	-	-	-	-	-	-	-	-	-	2	2
33000-33999	-	-	-	-	-	-	-	-	-	5	5
34000-34999	-	-	-	-	-	-	-	-	-	-	-
35000-35999	-	-	-	-	-	-	-	-	-	3	3
36000-36999	-	-	-	-	-	-	-	-	-	2	2
37000-37999	-	-	-	-	-	-	-	-	-	4	4
38000-38999	-	-	-	-	-	-	-	1	-	-	1
39000-39999	-	-	-	-	-	-	-	1	-	2	3
40000-40999	-	-	-	-	-	-	-	-	-	1	1
41000-41999	-	-	-	-	-	-	-	-	-	3	3
42000-42999	-	-	-	-	-	-	-	19	-	5	24
43000-43999	-	-	-	-	-	-	-	7	-	4	11
44000-44999	-	-	-	-	-	-	-	11	-	4	15
45000-45999	-	-	-	-	-	1	1	15	-	8	25
46000-46999	-	-	-	-	-	-	1	17	-	2	20
47000-47999	-	-	-	-	-	-	-	15	1	4	20
48000-48999	-	-	-	-	-	-	1	19	-	3	23
49000-49999	-	-	-	-	-	5	-	9	-	7	21
50000-50999	-	-	-	-	-	7	-	10	-	1	18
51000-51999	-	1	-	-	-	14	1	7	-	4	27
52000-52999	-	-	-	-	-	12	-	4	-	2	18
53000-53999	-	-	-	-	1	20	-	3	-	1	25
54000-54999	-	-	-	-	-	22	-	5	-	1	28
55000-55999	-	-	-	1	-	8	2	5	-	2	18
56000-56999	-	-	-	-	1	11	-	4	-	4	20
57000-57999	-	-	-	4	2	7	-	1	-	1	15
58000-58999	-	-	-	2	-	10	-	1	-	3	16
59000-59999	-	-	-	3	-	9	-	1	-	-	13
60000-60999	-	-	-	6	-	5	-	-	-	-	11
61000-61999	-	-	-	3	1	9	-	4	-	1	18
62000-62999	-	-	-	2	-	4	-	-	-	-	6
63000-63999	-	-	-	3	-	6	-	1	-	-	10
64000-64999	-	-	-	6	1	5	-	-	-	1	13
65000-65999	-	-	-	5	-	5	-	2	-	-	12
66000-66999	-	-	-	6	-	1	-	2	-	-	9
67000-67999	-	-	-	7	-	3	-	2	-	-	12
68000-68999	-	-	-	6	-	1	1	2	-	-	10
69000-69999	-	1	-	1	-	2	-	1	-	-	5
70000-70999	-	-	-	8	-	2	-	-	1	-	11
71000-71999	-	1	-	2	1	2	-	-	-	-	6
72000-72999	-	1	-	2	-	3	-	1	-	-	7
73000-73999	-	-	1	6	-	-	-	-	-	-	7
74000-74999	-	-	1	5	-	1	-	-	-	-	7
75000-75999	-	1	-	8	-	1	-	-	-	-	10
76000-76999	-	-	-	2	1	1	-	-	-	-	4
77000-77999	-	2	-	8	-	-	-	-	-	-	10
78000-78999	-	-	-	2	-	-	-	4	-	-	6
79000-over	-	26	-	49	2	12	-	5	1	-	95
Totals	0	33	2	147	10	189	7	179	3	80	650

UNIVERSITY OF NORTHERN IOWA
FACULTY SALARIES BY QUARTILE
2003-2004

	9 Month				12 Month			
	Instr.	Asst.	Assoc.	Prof.	Instr.	Asst.	Assoc.	Prof.
1st Quartile	\$39,999	\$45,999	\$53,999	\$67,999	\$47,999	\$46,999	\$57,999	\$73,999
2nd Quartile (median)	45,999	48,999	56,999	76,999	70,999	51,999	63,999	73,999
3rd Quartile	50,999	52,999	63,999	79,999	79,999	55,999	77,999	74,999
4th Quartile	64,999	79,999	79,999	79,999	79,999	79,999	79,999	79,999
Number in each Quartile	21	46	51	43	1	2	2	1

UNIVERSITY OF NORTHERN IOWA
DISTRIBUTION OF 2003-2004 PROFESSIONAL & SCIENTIFIC SALARIES

Salary Range	Salary Grade 1	Salary Grade 2	Salary Grade 3	Salary Grade 4	Salary Grade 5	Salary Grade 6	Salary Grade 7	Salary Grade 8	Total Count
- 9999	-	-	-	-	-	-	-	-	0
10000-10999	-	-	-	-	-	-	-	-	0
11000-11999	2	1	-	-	-	-	-	-	3
12000-12999	-	-	-	-	-	-	-	-	0
13000-13999	1	-	1	-	-	-	-	-	2
14000-14999	-	-	3	-	-	-	-	-	3
15000-15999	-	-	1	-	-	-	-	-	1
16000-16999	1	-	1	-	-	-	-	-	2
17000-17999	-	-	3	-	-	-	-	-	3
18000-18999	1	-	1	-	-	-	-	-	2
19000-19999	1	-	1	-	-	-	-	-	2
20000-20999	2	-	-	-	-	-	-	-	2
21000-21999	-	-	-	-	-	-	-	-	0
22000-22999	-	-	1	2	-	-	-	-	3
23000-23999	1	-	1	-	-	-	-	-	2
24000-24999	1	-	1	1	-	-	-	-	3
25000-25999	2	-	2	-	-	-	-	-	4
26000-26999	1	2	2	1	-	-	-	-	6
27000-27999	1	1	4	1	-	-	-	-	7
28000-28999	2	2	4	1	-	-	-	-	9
29000-29999	1	2	7	-	-	-	-	-	10
30000-30999	1	-	3	-	-	-	-	-	4
31000-31999	4	1	6	-	-	-	-	-	11
32000-32999	2	-	11	1	-	-	-	-	14
33000-33999	-	-	13	1	2	-	-	-	16
34000-34999	-	1	8	3	1	-	-	-	13
35000-35999	-	-	15	8	1	-	-	-	24
36000-36999	1	1	11	3	-	-	-	-	16
37000-37999	-	2	15	2	-	-	-	-	19
38000-38999	-	-	7	5	2	-	-	-	14
39000-39999	1	-	4	6	2	-	-	-	13
40000-40999	-	1	7	12	-	-	-	-	20
41000-41999	-	1	4	10	3	-	-	-	18
42000-42999	-	-	4	4	3	-	-	-	11
43000-43999	-	-	5	7	-	-	-	-	12
44000-44999	-	-	6	8	4	-	-	-	18
45000-45999	1	-	5	8	1	-	-	-	15
46000-46999	-	-	2	4	-	-	-	-	6
47000-47999	-	-	5	4	4	-	-	-	13
48000-48999	-	-	2	2	3	-	-	-	7
49000-49999	-	-	1	4	4	-	-	-	9
50000-50999	-	-	1	8	1	-	-	-	10
51000-51999	-	-	1	6	4	-	-	-	11
52000-52999	-	-	-	8	4	-	-	-	12
53000-53999	-	-	-	2	4	-	-	-	6
54000-54999	-	-	-	5	6	1	-	-	12
55000-55999	-	-	-	10	7	1	-	-	18
56000-56999	-	-	-	8	5	1	-	-	14
57000-57999	-	-	2	1	3	-	-	-	6
58000-58999	-	-	-	-	2	-	-	-	2
59000 - Over	1	-	-	8	37	30	16	8	100
Totals	28	15	171	154	103	33	16	8	528

Distribution includes 9 month, 10 month, 11 month and 12 month appointments, both full-time and part-time.

UNIVERSITY OF NORTHERN IOWA
PROFESSIONAL & SCIENTIFIC SALARIES BY QUARTILE
2003-2004

	<u>Salary Grade 1</u>	<u>Salary Grade 2</u>	<u>Salary Grade 3</u>	<u>Salary Grade 4</u>	<u>Salary Grade 5</u>	<u>Salary Grade 6</u>	<u>Salary Grade 7</u>	<u>Salary Grade 8</u>
1st Quartile	\$24,999	\$27,999	\$32,999	\$40,999	\$48,999	\$59,999	\$59,999	\$59,999
2nd Quartile (median)	27,999	29,999	35,999	45,999	55,999	59,999	59,999	59,999
3rd Quartile	31,999	37,999	40,999	52,999	59,999	59,999	59,999	59,999
4th Quartile	59,999	41,999	57,999	59,999	59,999	59,999	59,999	59,999
Number in each Quartile	5	4	43	39	26	8	4	2

Distribution includes 9 month, 10 month, 11 month and 12 month appointments, both full-time and part-time.

REGENT INSTITUTION COMPARISON GROUPS
ESTIMATED AVERAGE FACULTY SALARY INCREASES, 2003-2004

<u>Regent Comparison Group</u>	<u>Average Faculty Salary 2002-2003 (1) (in thousands)</u>	<u>Estimated Average Percent Increase (2) 2003-2004</u>	<u>Estimated Average Faculty Salary 2003-2004 (in thousands)</u>
University of California, Los Angeles			
University of Michigan, Ann Arbor			
University of Illinois, Urbana			
University of North Carolina, Chapel Hill			
University of Texas, Austin			
UNIVERSITY OF IOWA			
Ohio State University, Main Campus			
University of Minnesota, Minneapolis (Twin Cities)			
University of Wisconsin, Madison			
Indiana University, Bloomington			
University of Arizona			
University of California, Davis			
University of Illinois, Urbana			
University of Minnesota, Minneapolis			
North Carolina State University			
Ohio State University, Main Campus			
University of Wisconsin, Madison			
Michigan State University			
Purdue University, Main Campus			
Texas A & M University, Main Campus			
IOWA STATE UNIVERSITY			
University of Arizona			
California State University, Fresno	\$73.2	2.00%	\$74.7
University of North Carolina, Greensboro	63.9	0.00%	63.9
Ohio University, Athens	63.3	2.00%	64.6
Central Michigan University	59.6	2.00%	60.8
University of North Texas	62.2	0.00%	62.2
University of Minnesota, Duluth	65.5	-	65.5
UNIVERSITY OF NORTHERN IOWA	62.2	3.50%	64.3
Illinois State University	57.5	2.70%	59.1
Northern Arizona University	57.2	2.00%	58.3
University of Wisconsin, Eau Claire	56.8	0.00%	56.8
Indiana State University, Terre Haute	56.4	5.00%	59.2

(1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for March/April 2003. Average salaries are weighted average salaries. The 2003-2004 salaries are estimated from information provided by the universities. The averages shown in the table are for the rank of professor, associate professor, and assistant professor.

(2) Estimated increases obtained through contacts with comparison institutions.

NA = Not Available